

Application of International Labour Standards to promote care and gender equality & Review of international experiences

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▶ About the ILO

Established in 1919 with the mandate of promoting social justice in the world of work

Prime goal: Promote opportunities for all women and men to obtain decent and productive work, in condition of freedom, equity, security and human dignity

ILO tripartite membership - Lebanon has been an ILO member state since 1948

- ▶ Governments
- ▶ Employers' organizations
- ▶ Workers' organizations

ILO work:

- ▶ International labour standards
- ▶ Development cooperation



Ratifications by Lebanon

Ratified:

51 Conventions

42 in force

Including:

- **7 Fundamental (of 10)**
- **2 Governance (of 4)**
- **42 Technical (of 177)**

Advancing social justice, promoting decent work

Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	01 Jun 1977	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	01 Jun 1977	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	01 Jun 1977	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	01 Jun 1977	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	01 Jun 1977	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 14 years</i>	10 Jun 2003	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	11 Sep 2001	In Force	

Governance (Priority)

Convention	Date	Status	Note
C081 - Labour Inspection Convention, 1947 (No. 81)	26 Jul 1962	In Force	
C122 - Employment Policy Convention, 1964 (No. 122)	01 Jun 1977	In Force	

Technical

Convention	Date	Status	Note
C001 - Hours of Work (Industry) Convention, 1919 (No. 1)	01 Jun 1977	In Force	
C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	06 Dec 1993	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021)
C009 - Placing of Seamen Convention, 1920 (No. 9)	06 Dec 1993	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021)
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	26 Jul 1962	In Force	
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	01 Jun 1977	Not in force	Abrogated Convention - By decision of the ILC at its 110th Session (2017)
C017 - Workmen's Compensation (Accidents) Convention, 1925 (No. 17)	01 Jun 1977	In Force	
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	01 Jun 1977	In Force	
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	26 Jul 1962	In Force	
C030 - Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	01 Jun 1977	In Force	

▶ What are the relevant standards for care and gender equality?



Fundamental Principles and Rights at Work (FPRW)

1998 Declaration on Fundamental Principles and Rights at Work, as amended in 2022

Members have an obligation, arising from the fact of membership in the ILO, **to respect, to promote and to realize**, in good faith, the fundamental principles

Fundamental Principles and Rights:

1. Freedom of association, collective bargaining, and industrial relations
2. Forced Labour
3. Elimination of child Labour and protection of children and young persons
4. Equality of opportunity and treatment
5. Occupational safety and health



5 FPRW - 10 Fundamental Conventions + 1 Protocol: (Green highlighted are ratified by Lebanon)

- ▶ **FoA - freedom of association and the effective recognition of the right to collective bargaining**
 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- ▶ **FL - the elimination of all forms of forced or compulsory labour**
 - Forced Labour Convention, 1930 (No. 29) – *ratified by India in 1954*
 - Protocol of 2014 to Convention No.29
 - Abolition of Forced Labour Convention, 1957 (No. 105)
- ▶ **CL - effective abolition of child labour**
 - Minimum Age Convention, 1973 (No. 138)
 - Worst Forms of Child Labour Convention, 1999 (No. 182)
- ▶ **D - the elimination of discrimination in respect of employment and occupation**
 - Equal Remuneration Convention, 1951 (No. 100)
 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- ▶ **OSH – safe and healthy working environment (since 2022)**
 - Occupational Safety and Health Convention, 1981 (No. 155)
 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

► Some other relevant ILO Conventions and Recommendations (1)

Care policies:

- Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000
- Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Social Protection Floors Recommendation, 2012 (No. 202)
- Workers with Family Responsibilities Convention (No. 156), and Recommendation (No. 165), 1981
- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

Some other relevant ILO Conventions and Recommendations (2)

8

Decent working time:

- ▶ Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- ▶ Forty-Hour Week Convention, 1935 (No. 47)

Good-quality part-time work:

- ▶ Part-Time Work Convention, 1994 (No. 185)

Decent work a reality for all workers, including those from socially disadvantaged groups, such as:

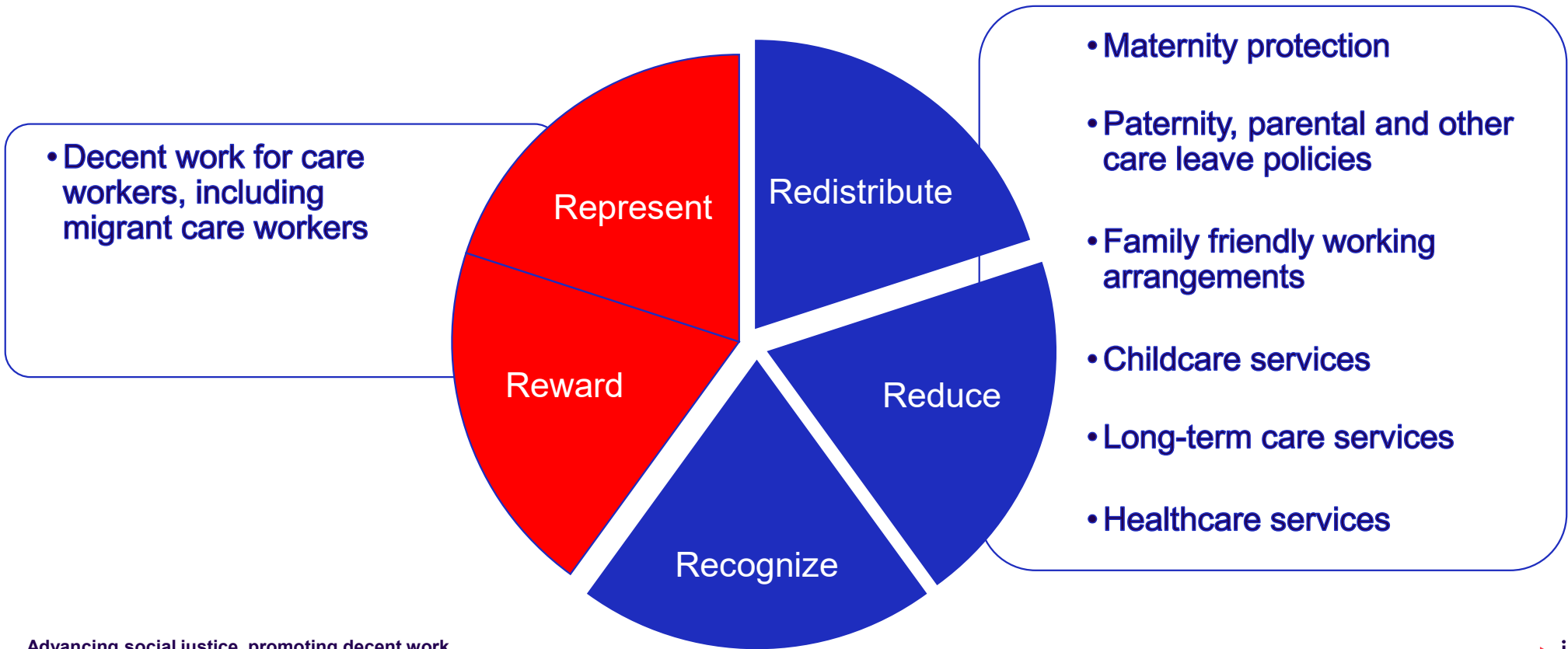
- ▶ Migrant workers – Migration for Employment Convention (Revised), 1949 (No. 97), and Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- ▶ Workers with disabilities – Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- ▶ Indigenous and tribal peoples – Indigenous and Tribal People's Convention, 1989 (No. 169)
- ▶ Home workers – Home Work Convention, 1996 (No. 177)
- ▶ Workers in cooperatives – Promotion of Cooperative Recommendation, 2020 (No. 193)
- ▶ Workers living with HIV – HIV and AIDS Recommendation, 2010 (No. 200)
- ▶ Violence and Harassment Convention, 2019 (No. 190)

► Some other relevant ILO Conventions, Recommendations and instruments (3)

Targeting care workers, including domestic workers:

- Domestic Workers Convention (No. 189) and Domestic Workers Recommendation (No. 201), 2011
- Nursing Personnel Convention, 1977 (No. 149)
- ILO and UNESCO recommendation concerning the status of teachers (Adopted in 1966)
- ILO Policy Guidelines on the promotion of decent work for early childhood education personnel (2013)

The ILO 5R Framework for Decent Care Work



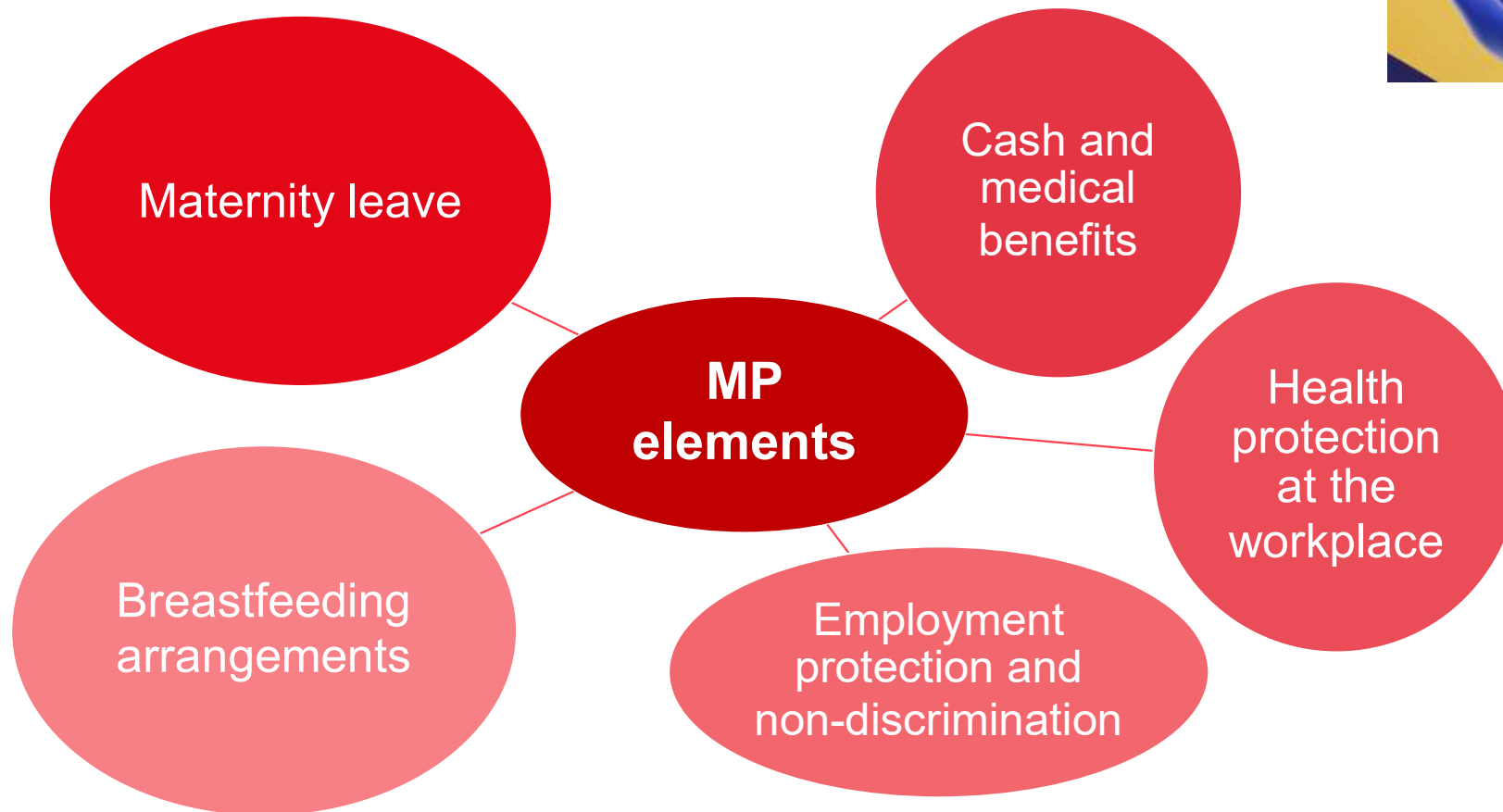
A care policy package

- Care leave for parents: maternity, paternity, parental leave
- Breastfeeding breaks
- Other care-related leave: long-term care leave; emergency leave
- Time-off for antenatal healthcare
- Non-discrimination, freedom from violence and harassment, and employment protection
- Right to decent working time
- Right to safe and healthy workplaces



- Maternity, paternity and parental leave cash benefits
- Income security for breastfeeding
- Long-term care cash benefits
- Maternal and child health care services
- Childcare services (in-home, community and centre-based)
- Primary and secondary education and out-of-school services
- Nursing facilities
- Long-term care services (in-home, respite and residential)

► Maternity Protection: 5 core elements



- Protects the health and safety of the mother and the child
- Protects against economic vulnerability due to pregnancy and maternity
- Is central to gender equality in employment

► Breastfeeding arrangements at work

- ➔ Right to one or more daily breaks or reduction in working time for the purpose of breastfeeding
- ➔ Length and number of breaks is decided nationally
- ➔ Nursing breaks are to be counted as working time and remunerated



► Breastfeeding at work

- ➔ Maternity Protection Convention, 2000 (No. 183): women workers should be provided with the right to one or more daily nursing breaks (or a daily reduction of working hours), which should be counted as working time and remunerated accordingly (Article 10)
- ➔ Maternity Protection Recommendation, 2000 (No. 191): allows for flexibility in the use of nursing breaks to meet personal needs (Paras 8-9)
- ➔ 138 countries provide a statutory right to time and income security for breastfeeding.
- ➔ 80 countries grant two daily breaks.
- ➔ 109 countries offer the right to daily nursing breaks for 6 months or more.



Maternity leave, C183

	Lebanon	EU legislation on family leaves and work-life balance	Other countries
Duration of maternity leave (14 weeks)	7 weeks	14 weeks	Iraq (14 weeks), Jordan (10 weeks)
Amount of maternity leave cash benefits (% of previous earnings) (Shall be at the national level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living/not less than two-thirds of the woman's previous earnings)	0	National sick pay level	100%: Bahrain, Iraq, Jordan, Kuwait, Oman, Qatar, Syria, UAE, Yemen
Source of funding of maternity leave cash benefits (Compulsory social insurance or public funds or non-contributory social assistance)	Employer liability	Mostly social insurance	Jordan (Social insurance)
Provision of maternity leave cash benefits for self-employed workers (All employed women)	No	Yes	Uzbekistan, Armenia, Cyprus, Singapore
Maternity leave – Length of protection against dismissal (...Unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave..)	Pregnancy, leave	Pregnancy, leave	Pregnancy, leave: Egypt, Madagascar, Jordan, Bahrain, Saudi Arabia...
Burden of providing the reasons for dismissal are not related to maternity leave (Employer)	No information found	Respondent	
Right to return to the same or equivalent position (A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.)	Not guaranteed	Yes	
Prohibitions against pregnancy test in employment (prohibition from requiring a test for pregnancy or a certificate of such a test)	No prohibition	No information found	

► Beyond maternity: Coping with car responsibilities

Workers with Family Responsibilities Convention and Recommendation, 1981
(No. 156 and No. 165)

Examples of measures:

- ➔ Care services – childcare, elder care, services to reduce domestic tasks
- ➔ Leave policies – maternity leave, paternity leave, parental leave, emergency family leave, adoption leave
- ➔ Working time and organization – duration, part-time, flexi-time, predictability
- ➔ Social security measures – allowances, tax-breaks, pension credits for caregivers
- ➔ Labour market reintegration policies – vocational training, job services, ‘stay-in touch’ programmes
- ➔ Services that lighten the load of unpaid work – canteens, piped water, labour-saving devices, public transport, rural roads, healthcare facilities



► Paternity leave

- ➔ Currently international labour standards do not yet explicitly regulate paternity leave provisions.
- ➔ 2009 ILC resolution on concerning gender equality at the heart of decent work recognizes that paternity leave can help working fathers to be more involved in childcare, thus contributing to defeating long-standing gender stereotypes.
- ➔ Resolution calls for governments to develop – together with social partners – adequate policies allowing for a better balance between work and family responsibilities, including parental and/or paternity leave
- ➔ In 2021, 115 countries offered paternity leave.
- ➔ 2019 EU Directive 2019/1158 on work-life balance for parents and carers: rights to ten days of paid paternity leave for fathers or, where recognized by national law, for equivalent second parents. The cash benefit should be at least equivalent to the payment that the worker would have received in case of sick leave.



▶ Parental leave

- Not yet a dedicated ILO Convention on parental leave, the Workers with Family Responsibilities Recommendation, 1981 (No. 165), and the Maternity Protection Recommendation, 2000 (No. 191), contain provisions on parental leave.
 - “a period of parental leave should be available to either parent after maternity leave without relinquishing employment and with their employment rights being protected”
 - “the duration and conditions of this leave period and payment and other aspects, such as the use and distribution of parental leave between the parents, should be determined at the national level”
- In 2021, only 68 out of 185 countries offer a statutory right to parental leave. The average duration of parental leave is 22.1 weeks (5.2 months).
- When parental leave is paid, it is funded through social protection in 42 out of 46 countries.
- 2019 EU Directive 2019/1158 on work-life balance for parents and carers guarantees a minimum period of four months of parental leave to workers who re parents. Parent leave must be paid.





Childcare services

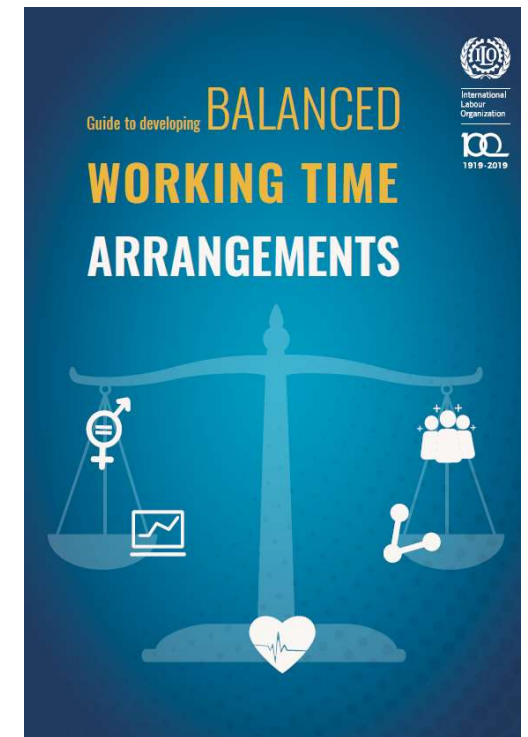
	Lebanon	Japan	France	Cuba
Provision of a national childcare service system	No	Yes	Yes	Yes
Type of funding scheme for childcare services	-	Targeted	Targeted	Universal
Starting age of entitlement	-	Age 0-2	Age 0	Age 1
Guaranteed hours of service	-	Full day	Full day	Full day
Provision of national pre-primary education system	Yes	Yes	Yes	Yes
Type of funding for pre-primary education services	Universal	Universal	Universal	Universal
Starting age of entitlement	Age 3-5	Age 3-5	Age 3	Age 3 and age 5 (pre school)
Guaranteed hours of services	4 hours per day	Ful day	24 hours per week	Full day

► Flexible working arrangements (time, location, sharing, etc)

- Reducing working hours
- Part-time work
- Job sharing
- Shift swap
- Time banking
- Flexi time
- Teleworking

Guiding principles

- Healthy working time
- Productive working time
- Family-friendly working time
- Gender equality through working time
- Choice and influence regarding working time



Examples of flexible work arrangements

FLEX TIME	FLEX TIME OFF	FLEX LOCATION/ROLES
<ul style="list-style-type: none"> • Banking of working hours • Compressed work week • Flexible working hours • Job sharing • Switch shifts 	<ul style="list-style-type: none"> • Paid sick leave • Paid emergency care leave • Extra or prolonged holiday or personal leave • Long-term leave with employment protection • Reduced hours (part-time) with the same hourly rate • Paid lactation breaks 	<ul style="list-style-type: none"> • Telework or telecommuting • Temporary remote work for caring purposes • Change of responsibilities

▶ Working time arrangements for work-life balance

Reducing working hours

Employees who want to work part time usually want to do so for a specific period of their life, such as when their children are young. The provision that workers can reduce their working hours and move between full time and part time is increasingly being incorporated in national legislation. A number of countries allow reductions in working time for carers. For example, in the United Kingdom, parents with a child under 6 years have the right to request flexible working, which could be reduced hours. The Netherlands

is an exceptional case: legislation provides all workers with a more general right to change working hours, and there is no requirement to have caring responsibilities.

Even without legislation, a number of enterprises have policies that may be part of collective bargaining agreements (or informal practices) to allow workers to reduce their working hours, mainly in order to retain personnel and avoid turnover costs.

Reduced working year arrangements

In Australia, the 48-for-52 scheme is a popular way to reduce the working year, particularly among parents who need leave during school holidays. Rather than working 48 weeks a year (four weeks' annual leave), employees work for 44 weeks, thus taking an additional four weeks without pay. The income for the 48 weeks is averaged and paid over 52 weeks. This arrangement provides a steady, if reduced, monthly income.

Source: New South Wales, Department of Industrial Relations: *Family friendly ideas for small business*, at www.dir.nsw.gov.au.

▶ Working time arrangements for work-life balance

Part-time work

Working less than standard hours or part-time is one way of reconciling work with family responsibilities. Since women continue to have the major responsibility for care of dependents, part-time work has mainly been taken by women. In 2002, it constituted about 30 per cent of women's employment in the European Union compared to 6.1 per cent of men's.³

Although part-time work seems to be a solution for some women with caring responsibilities, there is considerable debate about the implications for gender equality. Part-time work tends to reinforce the male breadwinner model,

with women taking a secondary role in the labour market because of their caring responsibilities at home. Also, the types of part-time jobs which are available and the conditions of work of part-time workers are of concern. On the other hand, part-time work may provide employment opportunities for women who otherwise would have to withdraw from the labour market.

For employers, part-time work provides a way of coping with extra workloads and is a frequent solution for extending opening hours in the retail trade. Also, it may be a means of attracting workers who cannot work full time.

▶ Working time arrangements for work-life balance

Job-sharing

Job-sharing is a form of part-time employment in which one job is filled with two or more part-time employees, with responsibilities and working time shared and the full-time salary divided between them.

▶ Working time arrangements for work-life balance

Predictability and swapping of shifts

As with overtime, predictability of shifts and knowledge of the schedule well in advance help shiftworkers to cope with their family responsibilities. When working hours fluctuate and are unpredictable, organizing daily or weekly routines is very difficult and stressful. Unsociable working hours are easier to cope with when they are known well in advance. One way that shifts can be organized which helps workers with family responsibilities is to allow workers to exchange shifts or “shift swap”.

▶ Working time arrangements for work-life balance

Time banking

Time banking (or the interchangeable term “working time accounts”) involves keeping track of hours worked in “accounts” for individual workers and, in some cases, is combined with flexitime. Workers can accumulate leave time, often by working overtime during peak periods, which can be used for unexpected family events or for other personal reasons.

▶ Working time arrangements for work-life balance

Teleworking

In telework, the worker works away from the workplace for a period of time. Some teleworkers work only from home, whereas others alternate between workplace and home on a regular or emergency basis.

▶ Working time arrangements for work-life balance

Flexitime

Flexitime requires employees to be present at their place of work for certain specified periods (called “core time”), and allows them to vary their starting and finishing times. In some systems, the number of hours to be worked each day is fixed, and employees must select their hours and adhere to them on a daily basis. Lunchtime can also be part of variable, rather than core, hours. Sometimes the arrangement is more informal, allowing some flexibility on daily hours, such as taking a short lunch break and leaving early, or allowing a half-hour flexibility

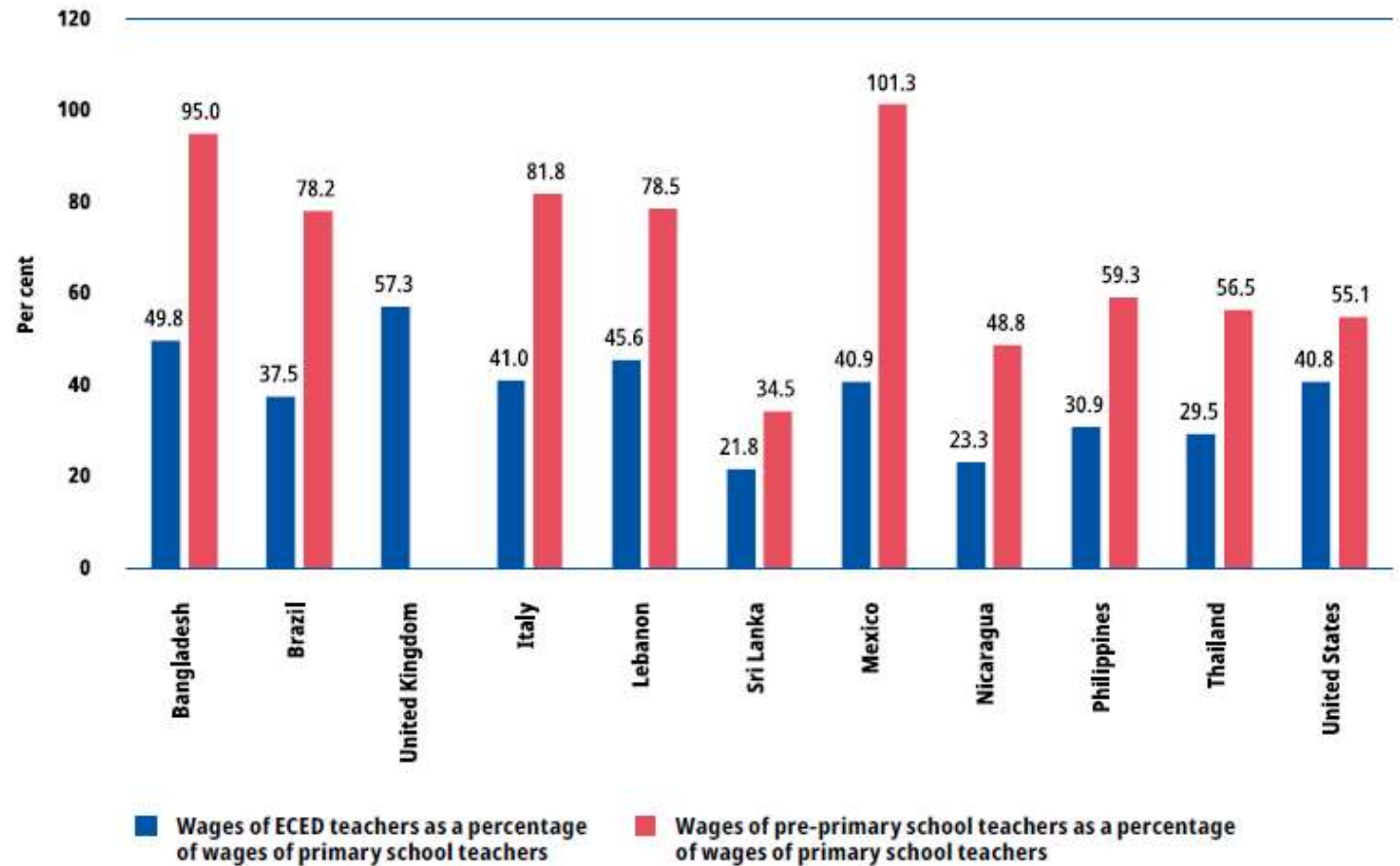
to arrive early and leave early.

Flexitime arrangements present obvious advantages for workers with family responsibilities who can adapt their starting and finishing times to school hours, for example, as well as for other workers who may just want to avoid traffic jams. For employers who are service providers, flexitime may make it possible to extend operating hours. Not all jobs are suitable for flexitime schedules, such as assembly lines, shift work and other situations requiring the simultaneous presence of all workers.

► Care policies and measures: Examples of actions at enterprise level

- Provisions of facilities, information, cash, etc to address care challenges (e.g. breastfeeding room, creche at workplace, allowance for childcare, etc)
- Initiatives for behavioural change, etc:
 - Training on gender equality and sharing of care work
 - Workplace events promoting better sharing of care responsibilities
- Workplace policy for work-life balance, e.g. consideration for meeting timing, and location for training
- Programme to support reintegration of new mothers and fathers
- Formulation of joint opinions for policy dialogue
 - how childcare, including for children with disabilities, should be organized
 - how maternity protection should be organized

Decent work for all: Wages of ECED and Pre-primary school teachers compared to the wages of primary school teachers



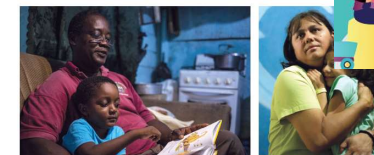
Note:

See table A.9 for ECED and pre-primary school teachers classification based on ISCO-08/88 and ISIC Rev. 4/3. Source: ILO calculations based on labour force and household surveys: Bangladesh – Quarterly Labour Force Survey 2017; Brazil – Pesquisa Nacional por Amostra de Domicílios Contínua 2019; United Kingdom – European Union Statistics on Income and Living Conditions 2018; Italy – European Union Statistics on Income and Living Conditions 2019; **Lebanon** – Labour Force and Household Living Conditions Survey 2019; Sri Lanka – Quarterly Labour Force Survey 2018; Mexico – Encuesta Nacional de Ocupación y Empleo 2019; Nicaragua – Encuesta Nacional de Hogares para la Medición del Nivel de Vida 2014; Philippines – Labour Force Survey 2019; Thailand – Labour Force Survey 2019; United States – Current Population Survey 2019.

Reference publications:

- ▶▶ Care at work: Investing in care leave and services for a more gender equal world of work
- ▶▶ Care at work: Regional Report for the Middle East and North Africa
- ▶▶ Family-friendly policies and other good workplace practices in the context of COVID-19: Key steps employers can take
- ▶▶ Family-friendly policies for workers in the informal economy

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FAMILY-FRIENDLY POLICIES AND OTHER GOOD WORKPLACE PRACTICES IN THE CONTEXT OF COVID-19:
Key steps employers can take



INTERIM RECOMMENDATIONS, 27 MARCH 2020
This document builds on material developed by UNICEF EAPRO, UNICEF ESAHO and the ILO. It is an interim guidance note, developed in a fast-moving situation. It provides general recommendations that aim to help employers strengthen support for workers and their families. It needs to be adapted locally and to rapidly changing contexts. As the information contained in this document may date quickly, you are advised to check the sources and online information links regularly.



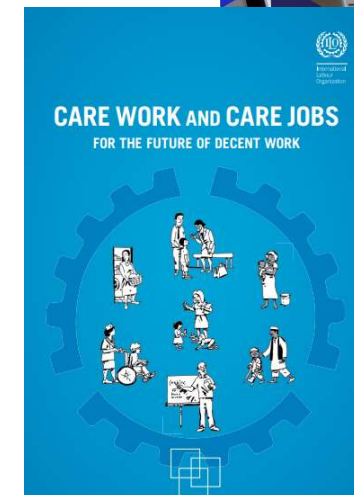
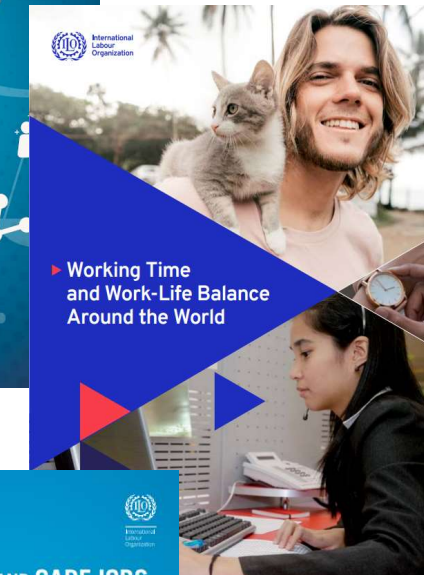
FAMILY-FRIENDLY POLICIES FOR WORKERS IN THE INFORMAL ECONOMY

Protecting and ensuring social protection and care systems for all children and families in the context of COVID-19 and beyond



Reference publications:

- ▶ Guide to developing balanced working time arrangements
- ▶ Working time and Work-Life Balance Around the World
- ▶ Care work and care jobs for the future of decent work





▶ **Thank you**

